

Employer - continued

2. Inadequate counseling for worker unable to continue on current job.
3. Insufficient efforts to transfer employee to different job within the company, at time of inability to continue former job.
4. Outdated "hiring and firing" practices.
5. Unemployment insurance, when rating and reserve accounts are involved.
6. Pension plans not geared to hiring older employee -- often costly and inflexible.
7. Higher rates for health plans.
8. Costs of providing classes for upgrading skills of employees.

Employer - continued

2. Prepare person for change by prelayoff interview.
3. Additional publicity on available testing programs to evaluate potential of employee for change within company.
4. Education of employer through #1.
5. State legislation to permit the employer to hire any worker on a thirty-day trial basis without adverse effects on his unemployment insurance reserve account where the employee is discharged through no fault of his own or his employer's. (This would obviate adverse experience ratings.)
6. Vested pension rights (when transferred from one corporate entity to another, carries forward pension credit); program on national level to bring uniformity into pension plans.
7. The differential cost of health plans involved in the hiring of the older or younger employee to be paid by the employee.
8. Provide the employer with a tax credit when employees participate in a program provided by the employer for the upgrading of their skills.